

# Leadership Institute Report

January 10, 2011

Presented to the State Soil Conservation Board

## 25 More Participants Complete the Cornerstones of Leadership Series

After the December 2010 Impacting Community workshop, 25 additional individuals have completed the four workshops of the Cornerstones of Leadership program. These participants are listed below and will be recognized at the 2011 IASWCD Annual Conference Awards Banquet:

- SWCD Supervisors: Marshall Nuckolls (Clay Co), Alan Weyer (Dubois Co), Alice Bogemann (Hancock Co), Jay Paxson (Jay Co), Dale Sides (Jefferson Co), Jim Droege (Posey Co), Philip Brown (Starke Co), Darrell Oxley (Warrick Co), & Gary Lamle (Whitley Co)
- SWCD Associate Supervisor: Dru Wrasse (St. Joseph Co)
- SWCD Staff: Scheryl Vaughn (Boone Co), Judi Brown (Dubois Co), Ethel Osborn (Gibson Co), Deborah Lynn (Greene Co), Cindy Newkirk (Hancock Co), Bettie Jacobs (Jay Co), Amanda Bradshaw-Burks & Jeri Ziliak (Posey Co), Sherry Whetstone (Vermillion Co), Deb Lane (Warren Co), & Nadean Lamle (Whitley Co)
- Partners: Janice Bullman (IASWCD), Tara Wesseler-Henry (ISDA), Nola Gentry & Scott Ham (SSCB)

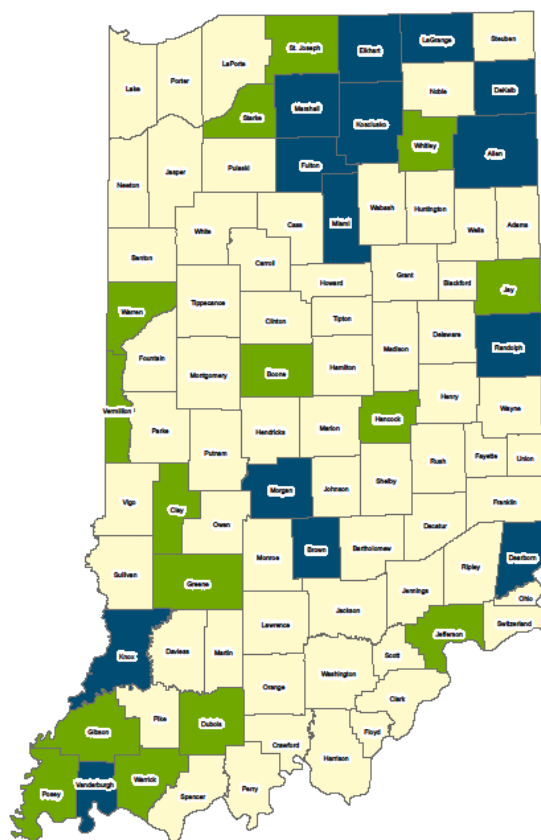
We congratulate these individuals on this accomplishment and thank them for their dedication, leadership, and interactions with other SWCDs throughout the workshops. Great work!

Combined with last year's class, 53 people statewide have now achieved this success. Furthermore, 29 county SWCDs now have at least one person who has

completed the workshop series. This is up 15 counties from last year's total.

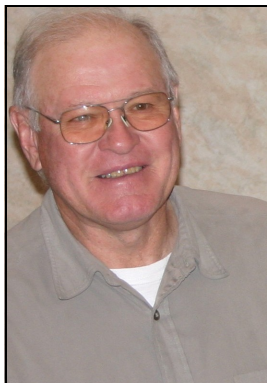


2009 - 2010 Cornerstones of Leadership Graduates



December 14, 2010  
Deb Fairhurst, ISDA Program Manager

2009 Cornerstones of Leadership Graduates  
2010 Cornerstones of Leadership Graduates



*"[I learned]  
planning and  
follow-up is key.  
We need to take  
time to implement,  
measure then  
evaluate what  
worked well and  
what did not."* -

Board Development  
participant



## Four Workshops Held Statewide in 2010

In 2010, four Leadership Institute workshops were held statewide. This included the Leadership in Change (Rensselaer), Communication (Bloomington), Board Development (Wabash), and Impacting Community (Madison) workshops. Overall attendance for these workshops was 127. A summary of these workshops follows.

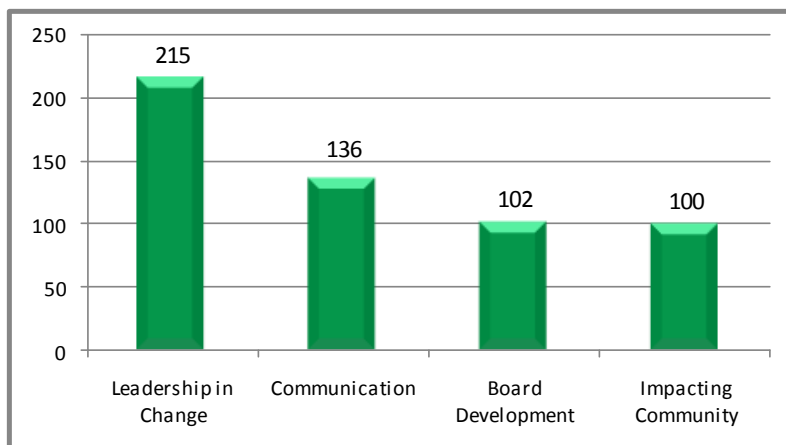
- Leadership in Change: 13 SWCD Supervisors and Associate Supervisors, six SWCD staff, two Partners, and one SWCD spouse in attendance.
- Communication: 14 Supervisors, six staff, two Partners, and one spouse in attendance.
- Board Development: 16 Supervisors and Associate Supervisors, 14 staff, two Partners, and one SWCD spouse were in attendance.
- Impacting Community: 25 Supervisors and Associate Supervisors, 20 staff, two Partners, and two spouses were in attendance.

Evaluations from the workshops continue to show positive remarks from participants. Evaluations from the Communication workshop have been misplaced but the workshop went well. 97% of respondents from the other workshops said the workshop was worth their time. When asked to rank the workshop on a scale of 1 meaning terrible to 10 meaning terrific, the Leadership in Change workshop scores averaged nine, and the Board Development and Impacting Community workshop scores averaged eight.

Special thanks to Purdue Extension's role as an active contributor and Partner for co-developing this program and providing the knowledge base for it, our instructors, and to all the local individuals who've helped make these workshops a success.

## Attendance at Leadership Institute Workshops 2006-2010

To date, 16 Leadership Institute workshops have been held. This column graph shows attendance at each of the four workshop levels.



*“Networking, new ideas, and info make this leadership series a great asset for anyone involved with the SWCD principles in our state.” - Alan Weyer, Dubois Co SWCD Supervisor, Cornerstones of Leadership series finisher*

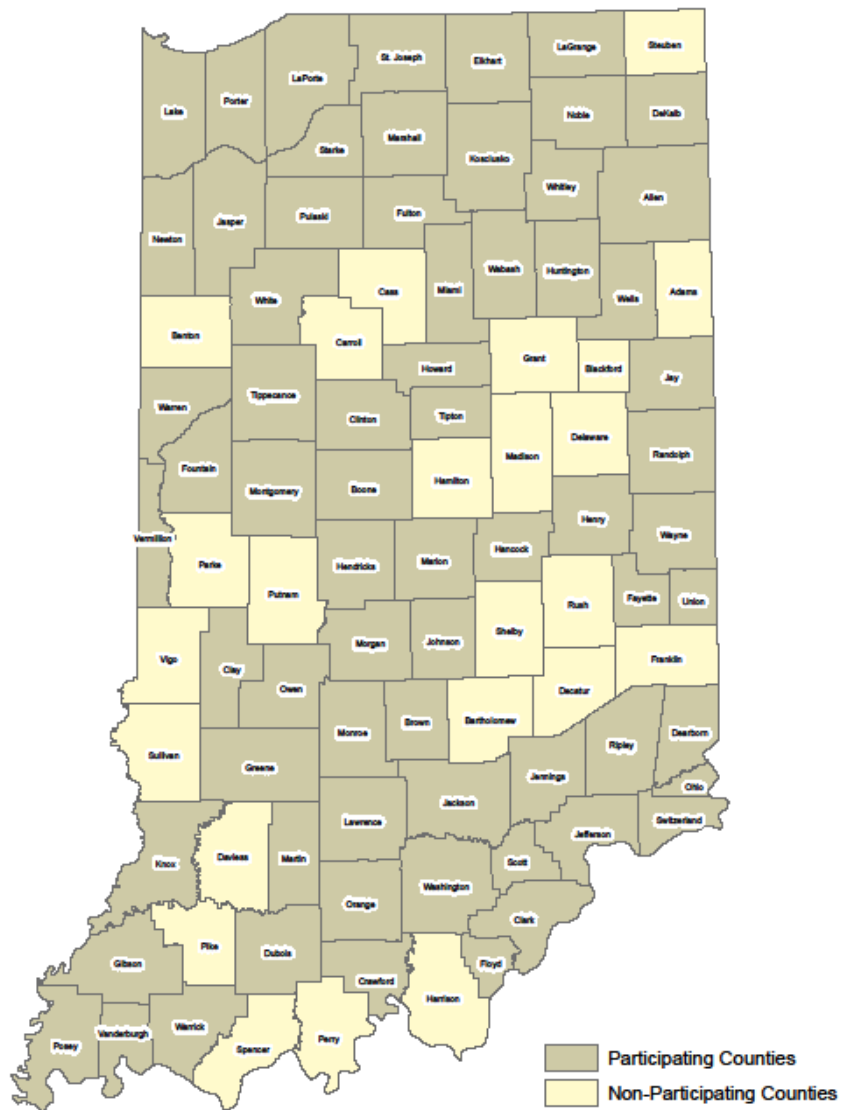


*“We are all different and that is a good thing.” - Leadership in Change participant*

## 68 SWCDs Have Participated in the Institute Since Inception

Since the September 2006 Leadership Institute pilot workshop, 15 more workshops have been held. 68 counties have sent SWCD Supervisors, Associate Supervisors, Staff, and spouses to these workshops. This is an increase of six counties from last year. Partner agencies have also sent personnel. SWCDs that have attended at least one workshop are depicted in this map.

### 2006 - 2010 Cornerstones of Leadership Participants



December 14, 2010  
 Deb Fairhurst, ISDA Program Manager

## Putting It Into Practice: DeKalb Co SWCD

*Judy Strock, Steve Provines (Supervisors), and Allen Haynes (Staff) of DeKalb Co SWCD completed the Cornerstones of Leadership series in 2009. Following this you will find an account of how their SWCD has utilized this training in 2010, as described by Allen.*

"The Cornerstones of Leadership Training is a valuable experience for anyone who is serious about being successful in today's world. Be it conservation, agriculture, or local government the materials offer many new concepts to consider while reminding you of what you already know about people and how to work together. In this ever changing world this

training provides the tools you need to reach your goals both personally and for your community.

The DeKalb County SWCD has identified water quality as one of the key resource concerns in the County. Specifically, the Board has cited the issue of failed septic systems as a significant source contributing to this resource concern. After a couple of failed attempts to address this issue we decided we needed a different plan. The concept of impacting community through collaborative effort seemed like a good fit for this complex issue. We found partners in the Health Department and Purdue Extension

and begin to discuss options for a comprehensive approach to this issue. One thing emerged: we needed to include all the players. As a result we brought County, City, & Town planners together with installers, Commissioners, Mayors, and the Board of Health to discuss this topic. There are no quick fixes but, the day was a success. A steering committee has formed and more discussions are scheduled. Hearing information regarding this issue from each one's perspective, identifying our common ground, and committing to continue the process has proven to be the first step of what no doubt will be a long journey."



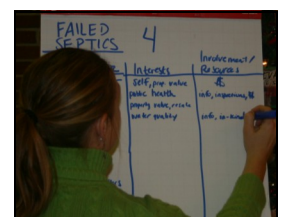
*"These classes are excellent training opportunities. They broaden our perspectives, provide great leadership concepts and send us back to our districts inspired."*

- Lynda Phillips,  
Scott Co SWCD  
Staff, Impacting  
Community  
participant

## Feedback from 2010 Workshop Evaluations: Common Themes

These were common facets participants "liked the most" about the 2010 workshops: networking, small group discussions, presenters, interactions, location, getting to meet other counties, great material, sharing ideas, hearing what other SWCDs do

These were common facets participants "liked the least" about the 2010 workshops: time away from home, need larger room, more time for interaction, getting off track, more time needed in small groups, losing a weekend



*“Great use of time to come to these!! Will encourage others to come.” - Cornerstones of Leadership series finisher*



*“We have issues we have avoided because we didn’t have tools to do the project. Now we have the foundation to start.”—Cathy Becker, Associate Supervisor, Wayne Co SWCD, Impacting Community participant*

## Applying the Workshops: an Associate Supervisor’s Perspective

*Brian Campbell, Elkhart Co SWCD Associate Supervisor, reflects on the training he received from the Cornerstones of Leadership workshop series.*



- The most frequent "tool" I use is to adapt my style to try and be more effective in my communication with others. This incorporates both things learned in the "Change" and the "Communication" sessions. It has a lot of every day value and gets easy as I practice more.
- The group problem solving process ("Board Development") is another item I find frequently helpful. I find that working with the group to follow the steps and drawing out each member of the group almost always leads to new insights and ideas that produce a better solution. I also find that group participants feel more engaged and higher levels of ownership when the process is followed.
- I have to admit that the lessons from "Impacting Community" are the ones that are the most challenging to me. I find myself juggling a lot of lessons at the same. It takes a lot of self-discipline, but I believe I'm getting better.

## Program Featured at National Leadership Training Conference

### NATIONAL CONSERVATION PARTNERSHIP

NACD

NARC&DC

NASCA

NCDEA

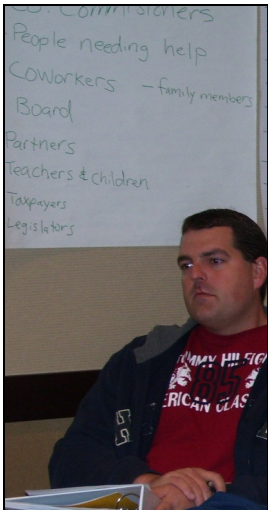
NRCS

Upon request of NASCA Executive Director Mike Brown, the Cornerstones of Leadership program was featured at the December National Conservation Partnership’s “Leadership Training Conference” in Louisville, KY. The Conference’s purpose is to build strong leaders and organizations to more effectively address and deliver the nation’s conservation programs. ISDA’s Jerod Chew and Nathan Stoelting pre-

sented information on the Cornerstones of Leadership program to approximately 80 individuals representing 20 states. Details regarding each workshop and fundamentals of key concepts were shared. They received many good questions during and after the presentation from others interested in Indiana’s approach, recommendations and successes.

*“[I liked] meeting other staff and supervisors from across the state and learning from their experiences.”*

– Board Development participant

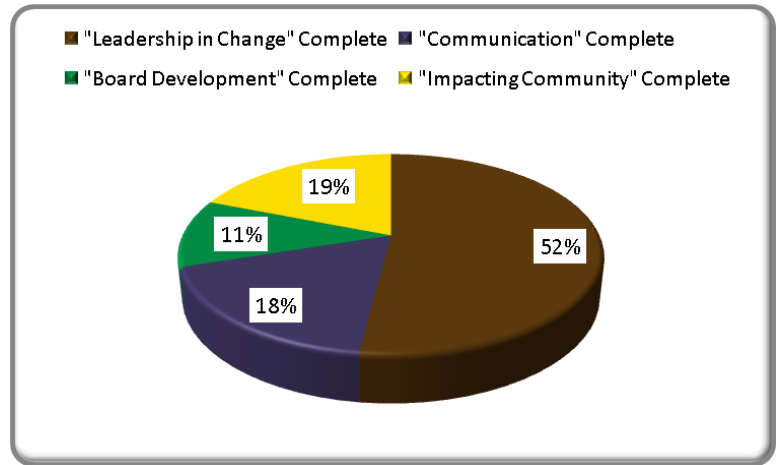


*“An opportunity that more supervisors need to take advantage of.” - Impacting Community participant*



## Program Participant Completion Levels 2006-2010

The Leadership Institute program has trained 280 individuals (up 44 over last year). This pie chart depicts how many workshop levels these individuals have completed.



## Budget Update: SSCB Leadership Institute Grant

In 2008, the SSCB set aside funding for the Leadership Institute program. Up to \$20,000 could be used to help pay for program expenses. At the end of 2010, \$13,190.50 had been spent, leaving a balance of \$6,009.50. Known expenses for 2011 will include \$3,200, paid to the Historic Hoosier Hills RC&D, for administrative services. The remainder of workshop expenses have been paid for out of participant registration fees. Ultimately, the Leadership Institute should be self-supporting, with participants also receiving assistance through the SSCB's District Leadership Training Incentive grants.

## Budget Update: RC&D Registration Fund

Upon registering for a Leadership Institute workshop, each participant pays a registration fee (currently \$125). These fees cover venue costs, activity costs, material costs, supplies, etc. and are managed by the Historic Hoosier Hills RC&D. Total expenses withdrawn from this account in 2010 was \$14,870.89 and total income was \$23,306.70. At the end of 2010, the account held a balance of \$13,769.83. A nest egg is being built to help fully support the future of this program. Two key costs that are expected to rise in the future are more "reimbursement" costs for additional instructors, and as the SSCB Leadership Institute Grant runs out, these administrative fees will be taken directly from the Registration fund.

## Next Steps

- Four workshops will be held state-wide in 2011 (one per quadrant of the state). One of each level will be offered. Local advisory committees will assist with workshop logistics.
- Additional instructors will be trained on each of the four workshop levels and associated topics.
- The Leadership Institute committee will meet to further discuss topics including potential future adjustments to the program, additional trainings for participants that have completed the Cornerstones of Leadership series, and funding opportunities with the SSCB Leadership Institute grant.
- SWCDs who haven't participated in the Leadership Institute program yet are particularly encouraged to attend in 2011. By year's end, at least 10 more of these SWCDs will ideally have attended one or more of the workshops.



*“Meeting other supervisors and learning how we have similar experiences puts the job as a supervisor in perspective statewide.” – Ed Paxson, Jay Co SWCD Supervisor, Board Development participant*

## 2011 Leadership Institute Tentative Locations and Dates

Leadership in Change: March 11-12, Gasthof Amish Village, Montgomery. Evening activity: supper in an Amish family's home & tour of Amish shoppes

*Key topics:* dealing with change in your SWCD, understanding yourself and others through the Myers Briggs Personality Type Indicator, how you can best serve your organization, & matching your skills and abilities with your position and responsibilities

Communication: July 22-23, Bear Creek Farms, Bryant. Evening activity: showing of the musical “Annie”

*Key topics:* building relationships with others, influencing others, listening to understand others, & speaking your message clearly

Board Development: September 9-10, Big Splash Adventure Resort, French Lick. Evening activity: French Lick Scenic Railway

*Key topics:* understanding group problem solving and decision-making, supervisor recruitment and retention, understanding group dynamics, & better meeting management

Impacting Community: December 2-3, Brandywine Inn, Monticello. Evening activity: TBD

*Key topics:* strategic planning, community partnership building, managing a community level project, & securing resources

